# MOS/MEDICAL RETENTION BOARD (MMRB)

## OVERVIEW

# What is a MMRB?

- The MMRB is a administration screening process that falls within the Physical Performance Evaluation System (PPES).

- The PPES is a program designed to evaluate Soldiers who have been issued a permanent physical profile with a 3 or 4 under any physical serial code in the PULHES.

# PURPOSE

- The purpose of the MMRB is to maintain the quality of the force.
- Ensures the continuity of effort among commanders, doctors, personnel managers, and the Physical Disability Evaluation System (PDES).

AR 600-60 para 1-1

# Required Referral to MMRB

- Issued a numerical 3 or 4 in one of the profile factors.
- Commander feels the Soldier is incapable of performing PMOS, branch, or special duties.
- The condition for which the Soldier was retained deteriorates or is given additional duty limitations for the condition.

AR 600-60 para 2-2

# MMRB Evaluation Exempted

- When determined fit by the PDES.
- When profiles are temporary.
- When permanent profile serial is a 1 or 2.

AR 600-60 para 2-3

# Time Standards for MMRB referral and MMRB Convening Authority Action

- Active duty Soldiers will appear before an MMRB within 60 days of the signing of the DA form 3349.
- The MMRBCA will make his or her determination on the MMRB no later than 30 days from the date the MMRB adjourned.

AR 600-60 para 2-4

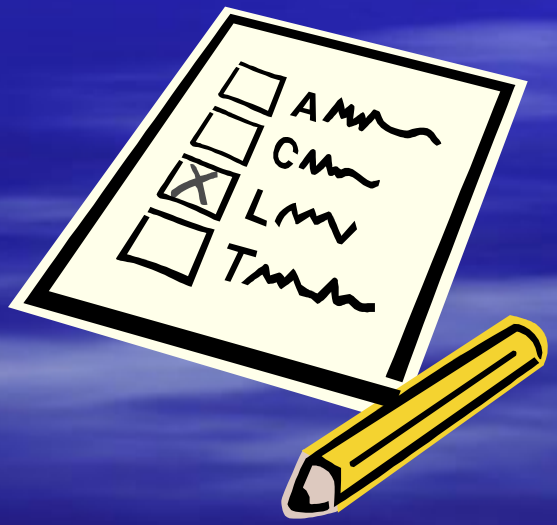
# General Membership Requirements

- The board will consist of five voting members and non voting members.
- In the case of a female or minority Soldier, the MMRB will, upon written request of the Soldier, include a female or minority member if reasonably available.
- If the Soldier appearing before the board is a member of the Active Army or USAR/ARNGUS at least one voting member will be of the same component.

AR 600-60 para 4-7

# Voting Members

- Voting members will consist of the following:
  - President
  - Medical Officer
- Field grade officers
- Warrant Officer
- CSM
- E8 or E9



AR 600-60 para 4-8

# Nonvoting Members

- Nonvoting members will consist of the following:
  - Personnel Advisor
  - Recorder
  - Other

AR 600-60 para 4-9

# Recommendation

- Upon completion of an MMRB board a summary of the board proceedings along with any board member minority reports will be forwarded to the MMRBCA.

- One of four actions will be chosen.
  - Retain in current PMOS or specialty code
  - Probationary status
  - Reclassification
  - Refer to MEB

# Retain in PMOS/Specialty Code

This recommendation is appropriate when the Soldier's medical condition does not preclude satisfactory performance of PMOS or specialty code physical requirements in a worldwide field environr

AR 600-60 para 4-17

# Probation

- Justification: The MMRB will recommend probationary status when the board determines that the Soldier's disease or injury may be improved enough through a program of rest, rehabilitation, and/or physical therapy for the Soldier to become deployable worldwide.

- Time period. The probationary period will not exceed a 6-month period for active duty and AGR Soldiers.

AR 600-60 para 4-18

# Reclassification or change in Specialty

- Considerations. In recommending reclassification or change in specialty, the MMRB will consider—
  - Expected value to the Army in a new PMOS or specialty.
  - Commander's comments.
  - Worldwide deployability.
  - Ability to perform in another MOS in a field environment.
  - Past and present job performance.
  - Prior military and civilian training and experience.
  - Armed Services Vocational Aptitude Battery (ASVAB) or Armed Forces Classification Test (AFCT) scores (for enlisted Soldiers only).
  - Ability to perform the minimum common tasks

AR 600-60 para 4-19

# Refer to MEB

- Referral of the Soldier to the MEB or for processing for medical disqualification is the appropriate recommendation when the Soldier's assignment limitations or medical condition precludes satisfactory performance.

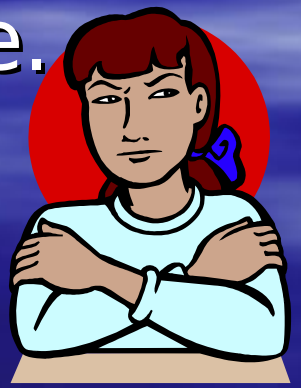
- The MMRB will refer AGR and USAR Soldiers ordered to active duty for longer than 30 days to MEB.

- Referral to the PDES by the MMRB does not mean the Soldier will be found unfit, or if found unfit, will be entitled to military disability compensation.

AR 600-60 para 4-20

# Rebuttals

If a Soldier disagrees with the board's recommendation. The Soldier has 48 duty hours after the board adjourns to submit in writing the rebuttal to the President of the board for approval or disapproval and signature.



# MMRB Packet

- DA Form 3349 (Permanent Profile)
- APFT (most recent)
- Weapons Card ( most recent)
- ERB/ORB (updated)
- Commander's Evaluation Statement
- Senior Commander's Comments (optional)
- Soldier's Acknowledgement Statement
- Statement of Counseling (Enlisted E-1 thru E-8)
- Medical records (will be hand carried by Medical Officer)